



*Profile 2014*  
*The Diocese of Central Pennsylvania*



Diocese of Central Pennsylvania  
*The search for the 11<sup>th</sup> Bishop*

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## The Search Committee for the 11<sup>th</sup> Bishop of Central Pennsylvania

- |                                  |                                  |
|----------------------------------|----------------------------------|
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**On the cover:** *Our Journey of Faith, created by diocesan youth during a summer camp in 2010. Invited to contemplate symbols of faith, and how those symbols were a part of their lives, the youth brainstormed and then shared their ideas first on paper, then as parts of small groups, then on large blackboards with the entire group. The debate was conducted in an atmosphere of mutual understanding and respect. The sharing and discussions enabled the blending of ideas that made this work a true group project. Our Journey of Faith is currently on display at St. Stephen's Cathedral.*

# Welcome!



Greetings in the name of our Lord Jesus Christ! On behalf of the clergy and people of the Diocese of Central Pennsylvania, we welcome you to our profile. Whether you are prayerfully discerning a call to the episcopacy here, or perhaps thinking about nominating someone to walk with us in discernment, we hope and pray that the information in the pages that follow will be of use to you.

If you do not know our diocese well, we expect that this profile will enable you to understand it, and us, better. From Wellsboro to Waynesboro and from Bedford to Berwick, the diocese of Central Pennsylvania contains 12,645 Episcopalians who seek to know Christ and to make him known. Although we are situated in an economically challenged part of the country – challenges that have adversely impacted churches across denominational lines – we prefer not to let this define us. Rather, we place our faith in the means of grace and the hope of glory given to us by our Lord Jesus Christ.



The goal of our profile is two-fold. First, to present an honest, realistic picture of life in our diocese; and second, to be clear that we know – the challenges we face notwithstanding – that we are beloved by God. Knowing that we are God’s beloved fortifies our faith in God’s ability to do a new thing in us and through us in Central Pennsylvania.

This profile was created in part using information gathered at 14 “listening sessions” the Bishop Search Committee facilitated across our diocese. The purpose of these gatherings was to provide a forum in which anyone could share his or her hopes and dreams for us as a diocesan family, and for our next bishop. A summarization of the data gathered at these events can be found in the pages that follow. Other data was gleaned from The Episcopal Church Annual and other diocesan and national church sources.

You may nominate yourself or someone else for bishop using [this link](#). The nominations period will close on June 20 at the end of the day. The consecration of our next bishop will take place in September 2015.

May our Lord Jesus Christ be with you. As we pray for those who enter the application process, please pray for the Diocese of Central Pennsylvania as we move forward, with God’s help.

-- *The Bishop Search Committee*

# Discernment Prayer

Gracious God, Great Shepherd of your people, we seek your wisdom as we listen for your voice among many voices. We ask grace to imagine boldly, to pray unceasingly and to act being the community you would have us be. We ask grace to be strengthened by our companionship with each other and by your presence in our deliberations and decision making. We ask your blessing on the labors of those who seek our next bishop, who search for the one who will lead us with vigor and vision, and your grace on those who enter the application process. In this discernment may we all be encouraged in discipleship in Christ for the good of your people throughout the Diocese of Central Pennsylvania. Amen.



## Context, Geography & Culture

### *Geography*

The Diocese of Central Pennsylvania covers the central one-third of the Commonwealth of Pennsylvania, stretching from the Mason-Dixon Line in the south to the New York border in the north, encompassing all or part of 24 counties. The backbone of the diocese is the Appalachian Basin. The Susquehanna River, whose waters ultimately flow into the Chesapeake Bay, stretches north, east and west through our diocese, flowing through such cities as Berwick, Bloomsburg, Danville and Harrisburg.

### *Population*

The population center of the diocese is the Harrisburg-Carlisle metropolitan area, whose

population is about 550,000. Other populous areas in Central Pennsylvania include the Lancaster metropolitan area (approx. 510,000); the Williamsport metropolitan area (approx. 120,000); and the Centre Region (State College and surrounding townships; approx. 104,000).

### *Climate*

There are four distinct seasons in Central Pennsylvania, and our area has a humid continental climate. July is our warmest month, with temperatures often in the mid- to high-80s, and January is the coldest, with temperatures in the mid-30s. The diocese is no stranger to significant snowfall, with larger amounts being found in the northern and western areas, closer to the mountains.

## *Arts<sup>1</sup> and Entertainment*

As the state capital and largest population center, Harrisburg offers many opportunities for cultural enrichment. Downtown Harrisburg has two major performance centers. The Whitaker Center for Science and the Arts, which was completed in 1999, is the first center of its type in the United States where education, science and the performing arts take place under one roof. The Forum, a 1,763-seat concert and lecture hall built in 1930-31, is a state-owned and operated facility located within the State Capitol Complex. Since 1931, The Forum has been home to the Harrisburg Symphony Orchestra.

Harrisburg is also the home of the annual Pennsylvania Farm Show, the largest agricultural exhibition of its kind in the nation. Farmers from all over Pennsylvania come to show their animals and participate in competitions. Livestock are on display for people to interact with and view. In 2004, Harrisburg hosted CowParade, an international public art exhibit that has been featured in major cities all over the world. Fiberglass sculptures of cows are decorated by local artists, and distributed over the city center, in public places such as train stations and parks. They often feature artwork and designs specific to local culture, as well as city life and other relevant themes.

Harrisburg aside, the breadth of opportunities across the diocese to learn, see, and do is one of

our strengths. To an extent, geography dictates the cultural norms in our convocations. The mountains and woods of the Northern Tier make it a natural place for hunting cabins, while the Amish presence in the Lancaster Convocation make it a perennial tourism hotspot. More recently, the appearance of outlet shopping has brought yet more people to the area. The explosive growth of the Southern Convocation has rendered some parts of it a bedroom community for Baltimore, drawing some residents south to that city to spend their free time. The Altoona Convocation draws railroad enthusiasts from across the country, as well as the most ardent Penn State University Nittany Lions fans. Susquehanna Convocation showcases the best of country life woven among so many quaint college towns. From stem to stern, the diocese affords the seeker many chances for fulfilling exploration.

## *The Outdoors*

With over three dozen state and national parks in the diocese, outdoor activities abound. For anglers, kayakers and boaters, the many lakes and tributaries of the Susquehanna provide ample chances for every water-oriented activity. Additionally, from the Gettysburg battlefield in the south to the Grand Canyon of Pennsylvania in the north, with countless picture-perfect Victorian towns in between, a variety of interesting sights – either physical, architectural, or historic – can be found across our diocese.



<sup>1</sup>Wikipedia: Harrisburg, Pennsylvania.

## *Transportation*

Interstate highways serving our diocese include I-80, I-81, I-83, and I-99, as well as the Pennsylvania Turnpike (I-76). State highways include Routes 6, 22/322, and 15; Route 6 is designated a National Scenic Highway.

Frequent and reliable train service to Philadelphia and New York is possible from Harrisburg and Lancaster. Less frequent train service to those cities and to Pittsburgh is also possible from Altoona, Tyrone and Lewistown. Regional airports can be found in Harrisburg, State College, Williamsport and Altoona. Additionally, fast and regular bus service to Philadelphia, Pittsburgh and New York is now possible from State College as well as Harrisburg.

## *Sports*

Four minor league baseball teams make their home in the diocese. Also, Williamsport is the birthplace of Little League Baseball. Neighboring South Williamsport is the headquarters of Little League Baseball and annually hosts the Little League World Series in late summer.

There is an almost endless array of opportunities for college sports boosters, and – as stated above – Penn State University’s Nittany Lions draw devoted fans every fall from near and far.

With the proximity of southern parts of the diocese to Philadelphia, Baltimore and Pittsburgh, home football, baseball, basketball and hockey games are only about 90 minutes away.





## ***Higher Education***

Central Pennsylvania boasts an abundance of institutions of higher education, some founded before the Civil War. The inexhaustive list below offers a look at many of these institutions and their location within the diocese. In addition, there are a Lutheran seminary, a United Church of Christ seminary, a technical school and a nursing school also within our borders.

- ◇ Bucknell University  
*Lewisburg*
- ◇ Mansfield University  
*Mansfield*
- ◇ Bloomsburg University  
*Bloomsburg*
- ◇ Messiah College  
*Harrisburg*
- ◇ Central Penn College  
*Summerdale*
- ◇ Millersville University  
*Millersville*
- ◇ Dickinson College  
*Carlisle*
- ◇ Penn State Altoona  
*Altoona*
- ◇ Elizabethtown College  
*Elizabethtown*
- ◇ Penn State University, Univ. Park  
*State College*
- ◇ Franklin & Marshall College  
*Lancaster*
- ◇ Pennsylvania College of Technology  
*Williamsport*
- ◇ Gettysburg College  
*Gettysburg*
- ◇ Shippensburg University  
*Shippensburg*
- ◇ Harrisburg University of Science  
and Technology  
*Harrisburg*
- ◇ Susquehanna University  
*Selinsgrove*
- ◇ Juniata College  
*Huntingdon*
- ◇ Wilson College  
*Chambersburg*
- ◇ Lock Haven University  
*Lock Haven*
- ◇ York College of Pennsylvania  
*Spring Garden*
- ◇ Lycoming College  
*Williamsport*

# Diocesan Fast Facts

Diocesan Baptized membership: 12,645; in 1998, this number was 16,852

Average Sunday attendance: 4,328

Parishes: 66

With clergy full time: 26

With clergy part-time: 30

With supply clergy: 10

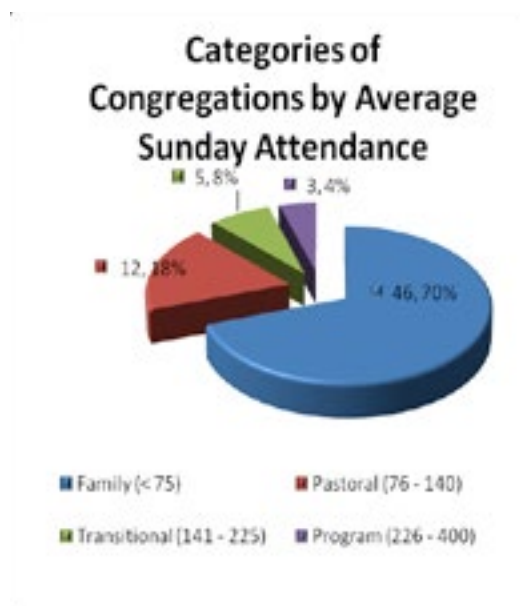
Clergy:

Priests: 83 (including parochial, non-parochial, retired, and licensed but not canonically resident)

Deacons: 28 canonically resident, with 17 active

Parish staffing statistics

Fifteen of our parishes share clergy. In 2014, six of our parishes will move from full time clergy to part-time. About half of our parishes have half-time or quarter-time clergy.



## ***Christian Formation in our parishes***

*“I will instruct you and teach you in the way you should go; I will guide you with my eye upon you.” Psalm 32:8*

Thirty-seven of our parishes offer church school. Twenty-three of our parishes have a mid-week Eucharist.

Twelve of our parishes reported persons under the age of 16 being confirmed.

In 1998, 52 of our parishes reported having some form of Adult Education; in 2013, 34 did.



# Our Convocations and Parishes



## *Altoona:*

St Luke's, Altoona; St. James, Bedford; St. John's, Bellefonte; Chapel of the Good Shepherd, Hawk Run; Holy Trinity, Hollidaysburg; St. John's, Huntingdon; St. Mark's, Lewistown; St. Paul's, Philipsburg; St. Andrew's, State College; Holy Trinity, Tyrone



## *Harrisburg:*

Mt. Calvary, Camp Hill; St. John's, Carlisle; Trinity, Chambersburg; St. Andrew's in the City; St. Andrew's in the Valley; St. Paul's, Harrisburg; St. Stephen's Cathedral; All Saints, Hershey; St. Luke's, Mechanicsburg; Nativity/St. Stephen's, Newport/Thompsontown; St. Andrew's, Shippensburg



## *Lancaster:*

Bangor Church, Churchtown; St. Paul's, Columbia; St. Edward's, Lancaster; St. James, Lancaster; St. John's, Lancaster; St. Thomas, Lancaster; St. Paul's, Manheim; St. John's, Marietta; Hope Church, Mt. Hope; St. Luke's, Mt. Joy

## *Northern Tier:*

All Saints, Brookland; Christ Church, Coudersport; St. James, Mansfield; St. Andrew's, Tioga; St. Paul's, Wellsboro; St. John's, Westfield

## *Southern:*

Calvary, Beartown & Transfiguration, Blue Ridge Summit; Prince of Peace, Gettysburg; All Saints, Hanover; St. Benedict's, New Freedom; St. Mary's, Waynesboro; St. Andrew's, York; St. John the Baptist, York; Christ Church, York Springs (Historic Building)

## *Susquehanna:*

Christ Church, Berwick; St. Paul's, Bloomsburg; St. Gabriel's, Coles Creek; Christ Memorial Church, Danville; St. Andrew's, Lewisburg; Christ Church, Milton; St. Stephen's, Mt. Carmel; St. Mark's, Northumberland; All Saints, Selinsgrove; Holy Trinity, Shamokin; St. Matthew's, Sunbury

## *West Branch:*

St. John's in the Wilderness, Eagles Mere; St. James, Exchange; Church of Our Savior, Montoursville; Church of the Good Shepherd, Upper Fairfield; All Saints, Williamsport; Trinity, Jersey Shore; St. Paul's, Lock Haven; St. James, Muncy; Trinity, Renovo; Christ Church, Williamsport; Trinity Pro Cathedral, Williamsport

## Diocesan Vision Statement

Guided by God's "Spirit of Mission," the people of the Diocese of Central Pennsylvania will step boldly into the world to bring others to Christ's life-giving love and hope. This is "Our Covenant of Faith" with God.

# Diocesan Mission Statement

We are partners in Christ with the love of God on our lips and in our lives.

## A Survey of Business, Industry, and Demographics in Central Pennsylvania

According to the Pennsylvania State Department on Aging, Pennsylvania has an aging population that is reflected in data provided by the Pennsylvania Data Center. It is worth noting that Pennsylvania draws a considerable number of retirees because of favorable tax laws: both Social Security and pension income are exempt from tax in Pennsylvania.

- ◇ Pennsylvania's population age 65 and over is expected to increase from 15% of the total population in 2010 to 19% in 2020, and 23% in 2030
- ◇ Pennsylvania is 4th nationwide in percentage of the population age 65 and over
- ◇ Pennsylvania is tied for 3rd nationwide in percentage of total population age 85 and over
- ◇ In 2006-2010, 14.7% of Pennsylvanians age 65 and over were in the labor force
- ◇ According to 2010 census data, 74% of Pennsylvania's population was born in-state—third highest in the nation

Data provided by the Pennsylvania Department of Labor & Industry reflects an unemployment rate in Pennsylvania of 6.2%; however, several counties within the diocese have reported unemployment rates from 6.5% to 9.4%.

A review of colleges and universities across the diocese (see above) reflects over a dozen institutions or campuses serving several hundred thousand full- and part-time students who may be seeking undergraduate, graduate, doctoral, medical, and religious or law degrees.

Within the diocese, there is an abundance of health care facilities with several major hospitals offering prestigious medical education to aspiring doctors, nurses, and allied health care providers across the mid-state. The Penn State Hershey Medical Center in Hershey is a noted teaching hospital, and the Geisinger Medical Center in Danville is that region's largest.

While business and industry in central Pennsylvania have waned during the last decade due to global and national economic conditions, the use of hydraulic fracturing or “fracking” has opened up oil and gas resources in the northern tier of the Commonwealth where drilling was not previously occurring. Although this unfettered influx of industrial energy interests has created an economic boom in many regions that were previously economically depressed, concerns related to the environmental impact of “fracking”, the rising costs of housing, and over-utilization of existing infrastructures in these regions have caused serious division within local communities and families.

Although Pennsylvania is recognized as an agricultural leader, central Pennsylvania is equally, if not more, prominent as a logistics hub for all materials being shipped or trucked from east coast rail yards, air terminals, sea ports, or cross dock operations.

## *Outreach at Home and Abroad*

### *Servant Ministries*

*But whoever wishes to become great among you must be your servant...for the Son of Man came not to be served but to serve.*

*Mark 10:43b-45*

Outreach, known as Servant Ministry, is an essential part of the Diocese of Central Pennsylvania's Mission. We believe that God calls us to be servants to those within and outside our diocese who are in need. We strive to be the heart and hands of Jesus Christ in the world and seek to embrace a mission of local and global outreach.

Mission Opportunities, some of which are defined in greater detail in the pages that follow, include:

- ◇ United Thank Offering (UTO)
- ◇ Episcopal Church Women (ECW)
- ◇ Diocesan Daughters of the King
- ◇ Operation Understanding
- ◇ Sacred Stitches
- ◇ Companion Relationship with the Diocese of São Paulo, Brazil
- ◇ Sycamore House Episcopal Service Corps, Harrisburg
- ◇ St. Barnabas Center, Harrisburg
- ◇ Support of the Episcopal Relief and Development Fund through individual and parish donations
- ◇ Episcopal Home, Shippensburg



## *The Diaconate*

While God calls each of us to be servants, one of the primary responsibilities of the deacon is the outreach ministry of the Church. In 1960, the first vocational deacon was ordained in the Diocese of Central Pennsylvania. Vocational deacons have increased in number and ministry since that time. Living out their call to servant ministry in small and large parishes throughout our diocese, vocational deacons support individual lay members of the church in finding and activating their own ministries in the world.

As partners in ministry with priests and the laity, vocational deacons present the concerns, needs and hopes of the world to the Church and offer leadership and encouragement to develop ministries that serve the forgotten, the vulnerable, the oppressed and the marginalized. Some of the ministries developed by deacons in the Diocese of Central Pennsylvania include emergency response projects, food and clothing bank programs, meal programs, cooking classes, and parish vegetable garden and farm market projects. Deacons and laity have developed outreach projects in local parishes that provide hats, mittens, scarves, blankets, underwear and socks for families in need. One parish provides support to families with children with special needs. Some deacons in the diocese are involved in nursing home ministry and prison ministry and are leaders of 12-step programs.



## *Diocesan Ministries*

Guided by God's "Spirit of Mission," the people of the Diocese of Central Pennsylvania will step boldly into the world to bring others to Christ's life-giving love and hope. This is "Our Covenant of Faith" with God.

Accordingly, the Diocese of Central Pennsylvania provides support for the Episcopal Church of the United States, its 66 parishes in central Pennsylvania, and a limited array of national and international commitments.

The Diocese of Central Pennsylvania is deeply committed to the Anglican tradition and to bringing both God's love and Christ's Gospel to the people of central Pennsylvania and beyond.

The Ministries of the diocese are diocesan ministries. The diocese also supports innumerable parish and congregational-specific initiatives with limited human capital, and, in some instances, financial resources.

## *Special Ministries*

The St. Stephen's Episcopal Cathedral School, founded in 1978 as a mission of the Cathedral complex of Harrisburg, is an accredited pre-school through 8th grade institution, with a racially, ethnically, religiously, and economically diverse student body offering a quality education.

The Bishop Dean T. Stevenson Diocesan School for Ministry offers lay leadership training, education, formation, and skill development for all who wish to enhance their leadership skills and ministry and to further their theological understanding. The School is a faith community that engages in formation through online learning, cohort groups, prayer, discernment, internships, and worship. The courses provide comprehensive content and eminently competent instructors and tutors in all canonical areas to strengthen the ministry of the baptized, both

lay and ordained.

The program design includes the School for the Diaconate, a Pilot Program for Priesthood for those 55 and older, and THRIVE, the institute for continuing education. The School's motto is "Faith formation for where people are to lead the church to where it is called to be."

Additionally, the School supports a vibrant and active Anti-Racism Committee, which supplies resources and offers Anti-Racism training at locations throughout the diocese.

### ***Education for Ministry (EfM)***

EFM is a four-year course consisting of theological and scriptural study, with opportunity for reflection, for lay persons. This intentional educational program is offered through the School of Theology of the University of the South. The program currently functions at St. Andrew's, State College.

### ***The Episcopal Home in Shippensburg***

This assisted living facility is a diocesan ministry to elderly individuals in fragile health. Established in 1927, the Home, which boasts private rooms, has a capacity of 32 residents who receive assistance with medications, daily living tasks, meals, transportation to local physician appointments, laundry services, housekeeping, 24-hour emergency response, and planned activities.



## ***The Formation Commission***

The Formation Commission lives out a call to mission in ways that nurture, advocate for, and prepare children, youth and young adults for lifelong formation in church leadership.

The Commission provides all people and parishes of the diocese with opportunities to be formed to live out the Baptismal Covenant in the “Spirit of Mission.”

## ***The Companion Relationship with the Diocese of São Paulo, Brazil***

Currently, eighteen parishes in Central Pennsylvania are engaged in a companion ministry with “Casa Dia,” a drug-prevention and rehabilitation facility, as well as individual congregations across São Paulo.

Additionally, several parishes, along with the diocese itself, financially and prayerfully support Santo Andre parish in Campinas, Brazil, in the diocese of São Paulo. Bordering a favela community, Santo Andre offers after school and weekend programs for children and receives sacramental support through the ministry of a bi-vocational priest, who visits the Diocese of Central Pennsylvania approximately once every three years.

## ***The Operation Understanding Ministry***

This annual appeal of the Diocese of Central Pennsylvania goes back over 30 years. It funds outreach ministries within the Diocese that feed the hungry, tutor children, house the homeless, help the unemployed find meaningful work, and provide other local, parish-based social ministries. Over the past ten years, Operation Understanding has provided over a quarter million dollars in funding to more than 100 outreach programs.

## ***The Children, Youth, and Young Adult Ministry***

The Diocese of Central Pennsylvania is committed to providing young people with opportunities to explore their faith in God and their understanding of Christian discipleship. The youth ministries of the diocese consist of varied programs and events throughout the school year. Diocesan programs are focused on meeting the spiritual needs of children, youth, and young adults whose knowledge and love of the Episcopal Church can continue into adulthood. Its commitment to youth ministry is evidenced by the existence of dedicated staff and staff training. Diocesan youth programs complement and support youth ministry at the congregational level.

The Ministry in Higher Education and the Ministry at Penn State are two initiatives that support young adult outreach for collegiate youth at colleges and universities within the diocese.

## ***The Congregational Development Commission***

The Congregational Development Commission (CDC) helps empower congregations in transition or facing particular challenges. The CDC administers programs, grants, and resources such as Operating Grants, Project Grants, Clergy Wellness, Clergy Deployment, Parish Transformation, Stewardship and Planned Giving to assist parishes in congregational growth.

Additionally, the CDC supports the congregational development work of the diocesan staff during the transition period.

## *St. Barnabas Center, Harrisburg*

St. Barnabas is a faith-based nonprofit organization committed to serving at-risk, low-income children in the Uptown section of Harrisburg. This ministry, with its summer camp for children, is made possible by a community of churches, businesses, and individuals with continued support, in part, from the Episcopal Diocese of Central Pennsylvania.

## *Sycamore House Episcopal Service Corps*

Since 2005, the Sycamore House has been home to dozens of young adults who are committed to social change in Harrisburg. Following in the footsteps of the tax collector Zacchaeus, the Sycamore House Service Corps believes the Kingdom of God is experienced more fully on the ground, in the lived experiences of the community and the world. Through acts of service and reflection, corps members discern what it means to practice compassion, show hospitality and seek justice for all of creation, and are expected to plan and participate in weekly service projects and serve within the St. Stephen's Cathedral community. In the last two years, Sycamore House has become a member of the Episcopal Service Corps, drawing applicants from all over the country.



## ***Thrive***

An acronym for Theological Hope to Renew and In-vigorate Episcopalians, THRIVE – an arm of the Bishop Dean T. Stevenson School for Ministry – refers to day-long continuing education events designed to strengthen congregation leadership. Held multiple times per year at locations across the diocese, many workshops are offered in a number of different ministry areas, including Appreciative Inquiry, Children’s Ministries, Parish Finances, Parish Administration, Discernment, and much more.

## ***Episcopal Gardens & Honaman House, Thompsontown; Episcopal Square, Stevenson House, and Heistand House, Shippensburg***

There are a number of subsidized housing communities for the elderly, challenged, and disadvantaged that maintain a connection to the Diocese of Central Pennsylvania and/or a particular parish in the diocese. These five residences, located in the central and southwestern parts of the diocese, supply nearly 200 beds for those whose circumstances make them eligible.

## ***Jubilee Ministries***

The Diocese of Central Pennsylvania has 14 active Jubilee Centers: Church of the Nativity and St. Stephen, Newport and Thompsontown; Prince of Peace, Gettysburg; St. James, Lancaster; St. John the Baptist, York; St. John’s, Carlisle; St. John’s, Lancaster; St. Luke’s, Mount Joy; St. Luke’s, Mechanicsburg; St. Mark’s, Lewistown (which was the first Jubilee Center in the Episcopal Church); St. Paul’s, Columbia; St. Paul’s, Harrisburg (The St. Barnabas Center for Ministry); St. Stephen’s, Mt. Carmel; and Trinity, Renovo. Outreach in these parishes represents a wide range of hands-on ministries, including breakfast, lunch and dinner feeding ministries; after school programs for neighborhood schools; warming centers and overnight shelters during the winter; monthly fellowship for families with special needs children; and crock-pot cooking classes for food bank recipients. A few of the parishes have become active ecumenical centers, combining resources with brothers and sisters in Christ to enable even better outreach in our communities.





# The Finances of the Diocese of Central Pennsylvania: A Snapshot

*“A good measure, pressed down, shaken together, running over, will be put into your lap; for the measure you give will be the measure you get back.”*  
-- Luke 6:38

The diocese is a dedicated communion that is constantly working to discern the Holy Spirit’s call to mission by helping each other strengthen and live out our lives as a Christian community.

Our 2014 Diocesan budget reflects two key elements: reorganization of the diocese to reflect increased responsiveness to the ever-changing demands of ministry in the 21st century and implementation of an outcomes-based planning process that includes ongoing measurement and effectiveness evaluations for all aspects of diocesan mission and ministry.

As the budget process conforms itself to the strategic directions undertaken by the diocese, several things become clear:

- ◇ Decreasing resources at the parish level have a direct impact upon the capacity of the diocese to provide services above and beyond its core activities. These decreases have been manifested in a smaller percentage of Fair Share being paid by parishes to the diocese, and more parishes, large and small, seeking operating grants or other forms of financial support from the diocese. Reflecting the circumstances of the church at the parish level, diocesan commissions and councils must frequently make difficult choices concerning how resources will be allocated in light of desired outcomes.
- ◇ Recognition that the diocese truly subsists in its parishes, the primary strategic question under which its operations are organized and evaluated is: How does this endeavor strengthen the life and ministry of each and every parish?
- ◇ Cultures of mission and ministry throughout the diocese vary widely, highlighting the importance of reinvigorating convocations or creating other groups that complement the mission and ministry of the parishes.

As a result, the diocesan budget seeks to allocate resources so as to provide support and resources for parish-based efforts that enhance the mission and ministry of the Church in Central Pennsylvania and to secure a pool of well-trained clergy and lay ministers for parishes, especially when traditional models of ministry are no longer possible or desirable. The budget seeks to provide services and programs that assist



parishes in areas of ministry when parishes, because of demographics or fiscal resources, may not be able to provide these services themselves. Additionally, the budget seeks to recognize the interdependence of parishes as a genuine communion giving rise to the diocese and represented by the Office of the Bishop and the Bishop’s staff.

Source: *Budget Report FY 2014, “The Gospel for Tomorrow”*

## ***Diocesan Finances***

Currently, the diocese spends in the range of \$1,838,275.00 each year (the 2015 budget shows anticipated expense of \$1,800,437.00). “Fair Share” contributions from parishes fund between 70% and 80% of the expenditures. The balance is funded from investments, both restricted and unrestricted, and from various program operations such as fees for youth and other events.

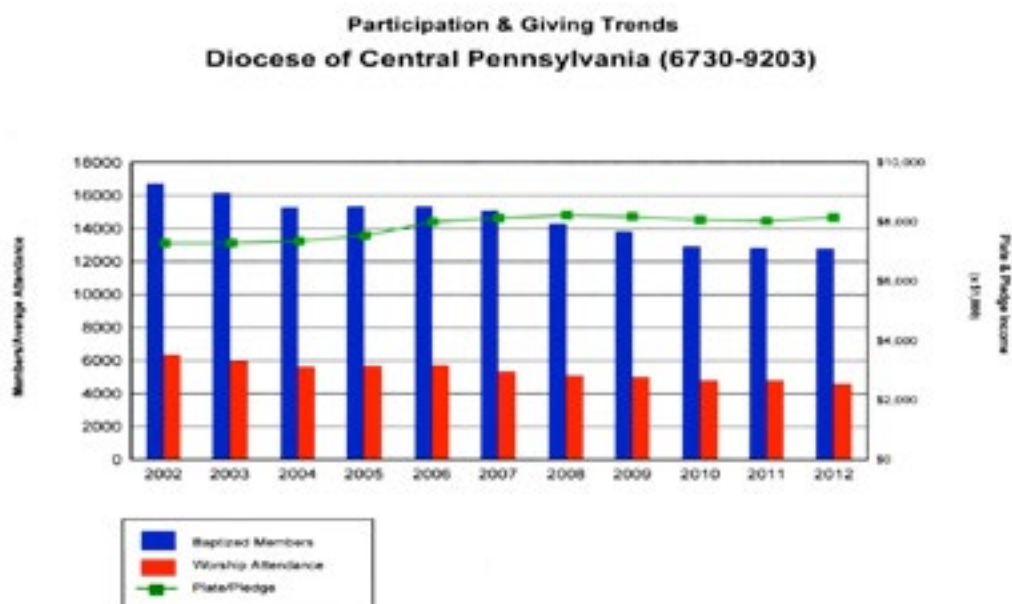
## ***Operating Budget***

### *Income sources*

For a number of years, Diocesan Convention has annually adopted a requested “Fair Share” contribution from parishes, subject to adjustments determined reasonable given the circumstances of specific individual parishes. The Fair Share formula is currently based on the four-year average for Net Operating Income. The formula is a rising scale based on the income. The Diocese has always fully met its commitment to the Episcopal Church in the United States.

### *Parish Pledges*

Over the past ten years, total membership in the Diocese has declined by approximately 29%. At the same time, the average annual parish pledge has been increasing steadily. The aggregate income from 2009 to 2013 increased by approximately 8%.



## *Operating Income*

	<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>Fair Share</b>	\$1,362,004.00	\$1,415,347.00	\$1,318,127.00
<b>Misc. Investments</b>	\$314,500.00	\$408,500.00	\$302,500.00
<b>Misc. Grants/Rev.</b>	\$212,200.00	\$166,550.00	\$164,950.00
<b>Total Income</b>	\$1,888,704.00	\$1,990,397.00	\$1,875,577.00

## *Expense Categories (estimated)*

Budgeted Diocesan expenses for 2015 are divided into five broad categories, including operations, programs, mission and ministry.

<b>Fair Share to Epis. Church</b>	\$237,491.00	Support Staff costs (estimated)	\$418,480.00
<b>Mission and Ministry</b>	\$16,250.00	Minister for Children/Youth	\$37,582.00
<b>Diocesan Program Support</b>	\$27,500.00	Communications Director	\$32,876.00
<b>Diocesan Support</b>	\$294,996.00	Dean, School for Ministry	\$73,769.00
<b>Office of the Bishop</b>	\$191,392.00	Canon to the Ordinary	\$91,874.00
<b>Executive Sec. to the Bishop</b>	\$72,226.00	Webmaster	\$17,000.00



## ***Investments and Other Assets***

The Diocese's endowment and investment funds amount to \$3,880,001. These assets are held in a Diocesan investment trust that also holds parish investment funds and funds for several Episcopal retirement communities. The total fund, including parish and other investments, amounts to \$18,000,000. In 1999, the Diocese purchased a building in Harrisburg for use as a Diocesan Center. There is a mortgage on the property, paid as part of operating expenses. (Note: The building is now for sale and is expected to be sold in the near future.)

## ***Compensation Package***

The Standing Committee of the Diocese has authorized a compensation package for the Bishop that includes approximately \$191,392.00 in salary and allowances, including health and insurance benefits, and pension contributions. - *According to the 2015 proposed budget*



## **Challenges and Opportunities: What we have heard and learned**

*“He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?” -- Micah 6:8*

### ***Listening Groups***

As part of the process of finding a new bishop, the 2014 Bishop Search Committee of the Diocese of Central Pennsylvania gathered feedback from people across the diocese by facilitating “listening groups” during February and March 2014. Narrative data were gathered for formal analysis. Listening groups were held for diocesan members-at-large, and for clergy (active clergy, retired clergy, and deacons). All in the diocese were welcome to attend the at-large sessions.

At-large and clericus listening groups were held at sites in the following convocations: Altoona; Harrisburg/Southern (combined); Lancaster; Northern Tier; Susquehanna; and West Branch.

Additionally, a listening event for youth was conducted with 29 participants, as was an event for the seven largest and the nine smallest parishes. Also, paper responses were received from those who would have liked to attend either a clericus or an at large group but were unable to do so.

The at-large listening groups were attended by 249 people; 63 clergy attended the clericus groups.

## *Data Interpretation*

We interpreted the data from the listening groups using an adaptation of Karl Albrecht's "Four Key Systems Model." With the assistance of consultant Bob Gallagher, we viewed Albrecht's key systems in an ecclesiastical light. Listening group data was then categorized within those systems.

One of our diocesan leadership goals during the search process, with the support and leadership of provisional Bishop Robert Gepert, is to identify the challenges that can be addressed in the short term from within the four key systems, and to develop – and implement – ways to do that.

The data interpretation that follows synthesizes the responses of both the clergy and the laity from all the listening groups.

## *The Four Key Systems*

***Technical*** – *those things we do to develop healthy and faithful churches.*

The challenges we face: First and foremost, respondents voiced a need for greater transparency with diocesan finances and the budgeting process. Responses supporting this position were disproportionately from the clergy, but they spoke with one voice: a close evaluation of the formula by which Fair Share is calculated, and the overall financial stability and health of the diocese, were all named as preeminent priorities.

***Administrative*** – *movement of information so that decisions can be made and implemented in a timely manner.*

The challenges we face: Together with the next category (Strategic), improved Administrative functioning was universally identified – across the lines of geography and ordination status – as a high priority. Chief among the responses was the following sentiment, or a variation of it: we need help improving the relationships between parishes and diocesan center, and between our churches and the communities that surround us.

More specifically, many respondents used terms like, "greater accountability", "better responsiveness", "increased organization", "improved morale", and "cohesiveness" when describing the frustrations of the present and the priorities for the future.



***Strategic*** – the broad oversight and steering function

The challenges we face: Responses in this area were more qualitative than quantitative, and included a desire for increased unity as a diocese, as well as intentional self-reflection during the interim. Additionally, coming to terms with challenges new and old, financial and experiential, and embracing the reality that the world around us is changing rapidly and we're not doing a good job at keeping up, were identified as urgent.

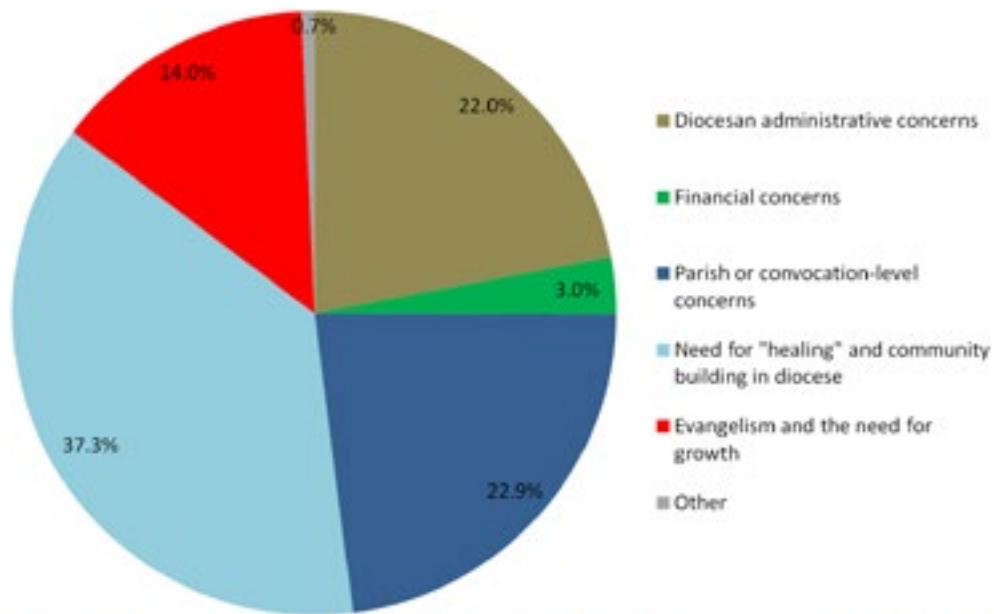
***Social*** – our “glue,” or satisfaction with our work, and helping people move together to accomplish our goals.

The challenges we face: Responses in this system related chiefly to people and groups. For example, a better geographic representation of diocesan staff was a priority for some; for others, more frequent – and more public – blessings of same sex unions was important. Others said that a level playing field – equal opportunity for support and success – should be given to all parishes, large and small.

The Northern Tier clericus said that remembering that the church is not a business and that “God’s work gets messy”, and that God’s work is ongoing in our diocese, is a priority. They also named reaffirming our “partners(hip) with Christ” as our mission statement as a diocese as a priority. Altoona clergy called for the fostering and strengthening of community and collegiality as a priority, along with the search for a bishop with a healing charism that would emanate out from the center of the diocese. The Southern/Harrisburg combined clericus affirmed priorities of other clericus and at large groups: improved communications, collaboration, cohesiveness, and community; increased sharing of clerical resources; and the creation of an atmosphere of honesty, transparency, humility, competence, and discipleship.

In summary:

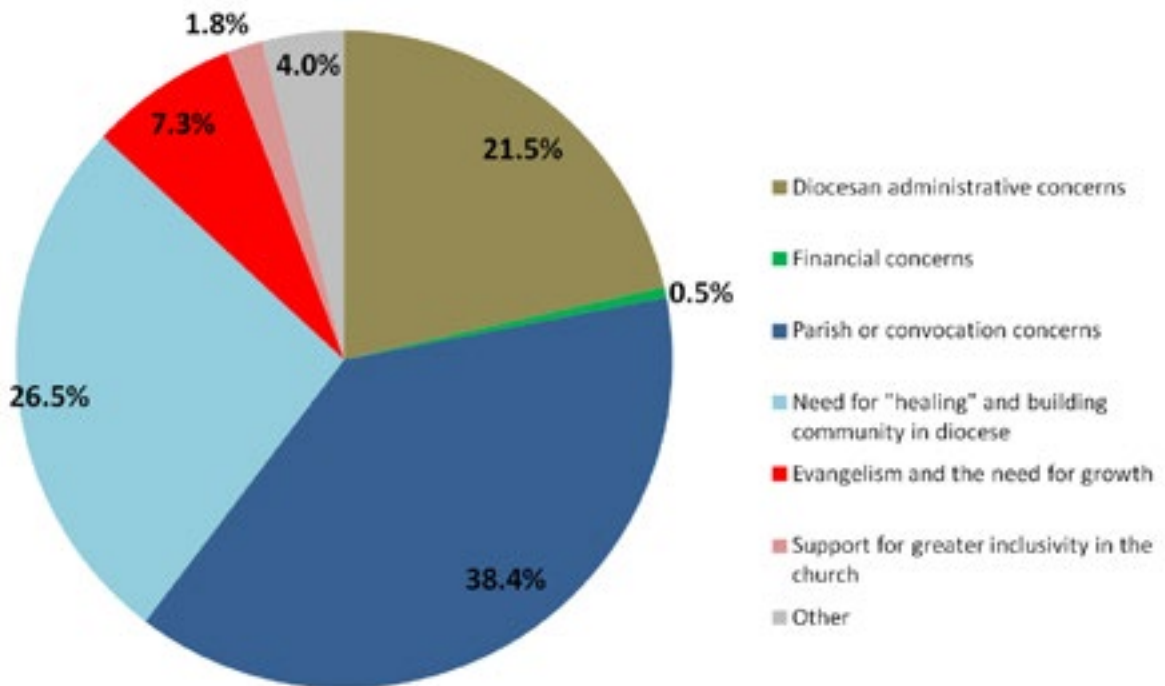
What is the biggest priority for the diocese? (clericus groups)



Diocese of Central Pennsylvania Listening Group Results

April 25, 2014

At large groups:



# The Bishop We Seek – In Our Own Words

## *Abilities in diocesan administration and leadership:*

- ◇ “Badly need collaborative leadership style in diocese.”
- ◇ “Whose leadership sees primary responsibility as empowering others to lead”
- ◇ “A gentle but effective administrator who will bring order to the sometimes unruly flock”
- ◇ “One who has demonstrated experience with small to medium sized parishes – that is, who has been in a small to medium, preferably rural, parish at some time in his or her career.”

## *Abilities related to parish and convocation concerns:*

- ◇ “Passion for small congregations”
- ◇ “We need a clearly articulated vision, and someone at center who believes that vision, is able to express that vision and can live that vision within the diocese.”
- ◇ “Who really understands congregational development and knows it as a life cycle with preparation for possible steps ahead.”

## *Abilities related to evangelism and the need for growth:*

- ◇ “Able to lead 20- or 30-year-olds into the church”
- ◇ “Someone aware of and willing to respond to the changing times without fear or blaming”
- ◇ “Someone with imagination and an intelligent take on having heart for people not in the church”

## *Abilities in spiritual leadership:*

- ◇ “A strong and humble priest. Pope

Francis-like.”

- ◇ “Someone of prayer; who understands and appreciates liturgy”
- ◇ “Servant leader”

## *Abilities related to financial concerns:*

- ◇ “Can create and enhance atmosphere of honesty, transparency, humility, competence, discipleship.”

## *Other:*

- ◇ “A leader with extraordinary energy and real stamina”
- ◇ “Is the same all the time, not changing according to who is being talked with”

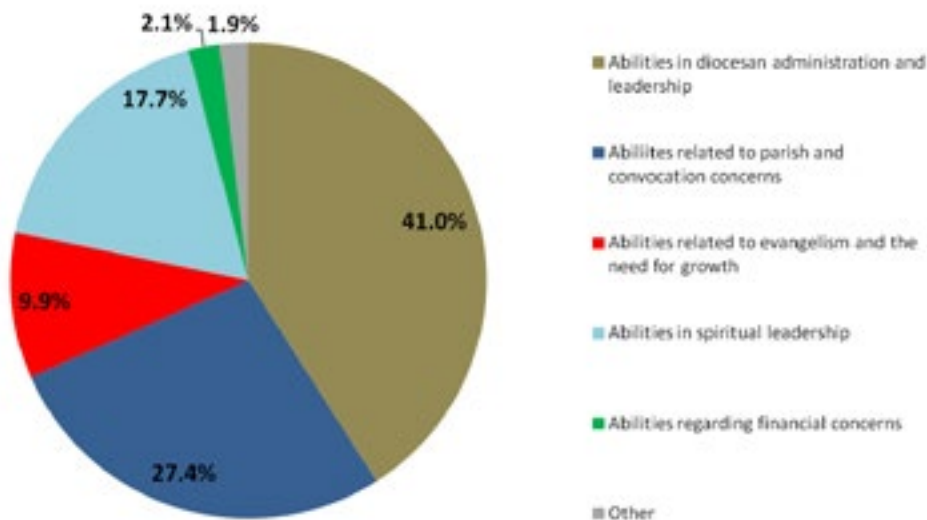




## *The Bishop We Seek – Conclusion*

An honest interpretation of the data gathered from the listening events held throughout our diocese suggests that we are facing – and now confronting – a variety of challenges, including depleting resources, financial and otherwise; shrinking attendance; small parishes facing difficult questions. We are aware of systemic, administrative, and budgetary diocesan issues – which our interim leadership is endeavoring to address.

And yet, we celebrate many miracles, and much grace. We are especially proud of current work with children, youth, and young adults. The listening events revealed a strong and committed laity, eager to love God and serve neighbor in our uniquely Anglican way. With that in mind, we seek a bishop who is both a strong administrator and also a sensitive pastor; someone whose spiritual depth informs all his or her decisions and emanates from the diocesan office to the convocations and parishes, inspiring the people of our diocese to greater faithfulness, and also to a willingness to work collaboratively to solve common problems. We seek a bishop committed to maintaining, creating, and reviving healthy parishes. We pray for an innovative communicator, able to embrace, empower, and pastor Episcopalians from the Mason-Dixon Line to the Empire State border. But above all, we seek a shepherd and evangelist, with a true calling both to the episcopacy and to be with us – with passion for the ministry and challenges we present, and who will love our extraordinary diocese.



# A Brief History of the Episcopal Church in Central Pennsylvania

*“Now to him who by the power at work within us is able to accomplish abundantly far more than all we can ask or imagine, to him be glory in the church and in Christ Jesus to all generations, forever and ever. Amen.” -- Ephesians 3:20-21*

Our diocese traces its history from before the American Revolution. The following is a brief outline of the formation and growth of the diocese.



## *1726-1785 — The Early Colonial Years*

The Rev. Robert Weyman, missionary of the Society for the Propagation of the Gospel, reports in 1726 that he is making regular visits to Churchtown, Lancaster County. The emerging Welsh congregation at Churchtown will become Bangor Church, the first congregation established within the current boundaries of the Diocese of Central Pennsylvania. Weyman is followed by other Church of England clergy who establish new congregations in Lancaster and then across the Susquehanna River in Carlisle and York. Laboring through the Indian wars and then devastated by the trauma and conflict of the Revolutionary War, the Church of England barely survives. In the aftermath of the war, the Rev. William White, Rector of Christ Church, Philadelphia, helps to organize former Church of England congregations. He hosts the first convention of the Protestant Episcopal Church in

1785 and is elected by Pennsylvania congregations to be their first bishop.

## *1786-1865 — Bishop White and the Diocese of Pennsylvania*

Bishop White is consecrated in England, becoming the Bishop of the Diocese of Pennsylvania. He also becomes the first Presiding Bishop in 1789. The new Episcopal Church, though rocked by the exodus of the Methodists, begins to plant new congregations in the Central Pennsylvania region including Muncy (1797), Bellefonte (1825), Wellsboro (1838) and Williamsport (Christ Church, 1840). Bishop White makes three visits to Central Pennsylvania and consecrates new churches in Carlisle and Harrisburg (St. Stephen's). He is followed by Bishops Henry Onderdonk and Alonzo Potter. Industry begins to develop iron, lumber, coal, and limestone natural resources. The railroad lines are built and new churches are planted in such places as Altoona. As the nation is divided in the Civil War, the Central Pennsylvania town of Gettysburg becomes the site of the ultimate battle. Bishop Potter dies suddenly in 1865 as the war ends.

## *1866-1904 — Post Civil War expansion and first Diocese of Central Pennsylvania*

In the decades following the war, towns quickly grow into cities and even the rural population of Central Pennsylvania doubles with the steady influx of immigrants. The newly created Diocese of Central Pennsylvania stretches from Reading to Altoona, from York and Lancaster to the New York border, a diocese of over 130 congregations. In time, the large geographic area and the growing number of congregations make effective leadership by a single bishop impractical.

## *1905-1930 — Diocese of Harrisburg and Bishop Darlington*

The former Diocese of Central Pennsylvania is divided to form the Diocese of Bethlehem and the Diocese of Harrisburg. At the first convention of the new diocese taking place at St. James, Lancaster, the Rev. James Henry Darlington, of Brooklyn, is elected first bishop. The diocese grows in the midst of economic prosperity, the result of the growth of the lumber, coal and railroad industries. Soon after his consecration Bishop Darlington chooses Harrisburg as the See City. St. Stephen's Church becomes the Cathedral for the diocese. Using the network of railroads, the bishop visits 28 congregations in his first seven weeks! During World War I, men march off to war. In the post war years, automobiles become more common. In 1930, after 25 years of distinguished service, Bishop Darlington dies at age 75.



## *1931-1943 — Bishop Wyatt Brown*

As the diocese grieves the death of Bishop Darlington, The Very Rev. Hunter Wyatt Brown is elected bishop of the Diocese of Harrisburg. A former cathedral dean from Buffalo, Bishop Brown designates St. Stephen's, Harrisburg, as the new cathedral. The region of Central Pennsylvania begins to feel the full effects of the Great Depression; the Susquehanna River floods in March 1935, causing widespread damage to churches and communities. As the financial crisis deepens, it becomes necessary to close nine churches. With his health failing, Bishop Brown retires in 1943.

## *1943-1966 — Bishop John Heistand and Bishop Earl Honaman*

The diocese turns to one of her own, the Very Rev. John Thomas Heistand, of St. Stephen's, Harrisburg, who is elected bishop. World War II drains the diocese of men and clergy. The bishop now travels by car, driving the length and breadth of the diocese. After the war, major growth takes place in congregations located in Camp Hill, Hershey, Hanover, Lewisburg, and State College. It is a time of remarkable energy; the diocese calls another diocesan priest, the Rev. Earl Honaman, to assist Bishop Heistand as Suffragan Bishop.

## *1967-1980 — Bishop Dean Stevenson*

The Very Rev. Dean Stevenson of the Diocese of Bethlehem is elected bishop. A former Army Chaplain in World War II, the new bishop becomes a chaplain and mentor to the clergy. He guides the diocese in the midst of an era of social change, calling for the establishment of Operation Understanding to address social injustice. He shepherds the diocese during the early stages of Prayer Book revision and then the ordination of women. In 1971, the diocese changes its name to the Diocese of Central Pennsylvania. Gifted with a fine sense of humor and blessed with a strong staff lead by Canon Kermit Lloyd, the bishop serves until retirement in 1980.

## *1980-1995 — Bishop Charlie McNutt*

Convention chooses the Rev. Charlie F. McNutt of West Virginia bishop of the renamed Diocese of Central Pennsylvania. Bishop McNutt leads efforts to address racism and HIV/AIDS, and promotes Jubilee Ministries. Ecumenical ministries with Lutherans, Roman Catholics, and the Pennsylvania Council of Churches are strengthened. As the time comes for his retirement and a successor is chosen, Bishop McNutt accepts a call from the Presiding Bishop to serve as Chief Executive Officer of the Episcopal Church at 815 Second Avenue in New York City.

## *1995-2006 — Bishop Michael Creighton*

The Rev. Michael Creighton of Seattle, son and grandson of former Episcopal Church bishops, is elected bishop. Bridging into the new century, Bishop Creighton attempts to revive church growth in the diocese and plants a new congregation in southern York County. Under his leadership, the diocese acquires the Front Street building as the new diocesan headquarters. When General Convention affirms the election of the Rev. Gene Robinson as the first openly gay bishop, Bishop Creighton exercises a generous pastoral ministry to many people who struggle with the decision. The diocese celebrates its centennial in 2004 with a grand outdoor Eucharist, Ministry Fair and picnic at Shikellemy State Park, on an island in the Susquehanna. More than 2000 people took part in the event. Bishop Creighton's episcopate is marked by a strong sense of community among the congregations, and a strong emphasis on growth in numbers, service and grace.



## *2006-2014 — Bishop Nathan Baxter*

Former dean of the National Cathedral and a son of Harrisburg, the Very Rev. Nathan Baxter, rector of St. James, Lancaster, is elected bishop. Desmond Tutu, the celebrated retired Archbishop of Cape Town, South Africa, is invited to preach at his consecration. Bishop Baxter reorganizes the Diocesan School of Christian Studies and ultimately oversees the reorganization of diocesan staff. He maintains a national presence through lecturing extensively at Episcopal seminaries and writing for preaching-oriented homiletical publications. Confronting

declining health, the bishop retires in May 2014.

## *2014 — Bishop Robert Gepert*

The retired bishop of Western Michigan, Bishop Gepert is called by the Standing Committee in the winter of 2014 to serve as provisional bishop for approximately one and a half years. A native of Pittsburgh, Bishop Gepert served parishes in Maryland and Pennsylvania prior to his election to the episcopacy. A systems expert, Bishop Gepert is chosen in part to help the diocese to integrate the tasks at hand, and to support the completion of the appropriate systems work during the interim period.

